



a Penn Central unit

JUNE, 1984

LOG

GREG CORONADO NAMED IR MANAGER

Gregorio "Greg" Coronado, Jr. joins Sprague Electric's tantalum division as the San Antonio operation's first Industrial Relations Manager.

Greg is a native of the San Antonio area, where he currently resides with his wife, Paula, and three children, Greg III, Emily and Tina. Greg attended the University of Utah, Salt Lake City, Utah, where he received a B.A. in history and compiled 20 graduate credit hours toward his Masters.

Prior to joining Sprague, Greg held such human resource-related positions as Personnel Manager, Director of Equal Opportunity, Training Representative, and E.E.O./A.A. Administrator.

We are all looking forward to a long and successful partnership with Greg as a member of our Sprague team.

SANFORD AND EMPLOYEES REWARDED FOR ACHIEVEMENTS

In early April, 1275 employees of the Sanford Sprague Electric plant were honored by a visit from the Company's Chief Executive Officer and President, Dr. John Sprague, and its Executive Vice President for Operations, Donald McGuinness. The occasion was the presentation to the Sanford Plant of Sprague Electric Company's first annual Plant of the Year Award.

Dr. Sprague and Mr. McGuinness met with all 1275 employees at special catered receptions held in the plant on all three shifts. Dr. Sprague opened the reception with remarks concerning Sanford's fine performance in meeting the criteria for the Plant of the Year competition and then presented two silver bowls to Plant Manager, Bob Poitras, one to remain permanently in Sanford, the other to travel annually to each Plant of the Year Award recipient.

Mr. McGuinness then addressed the employees, congratulating them on their achievement. He encouraged everyone to keep up their excellent efforts, and to continue to strive for excellence. Employees were informed that other Sprague plants were out to win "Plant of the Year" in 1984 and that competition would be stiff. A third shift employee received cheers when she told Dr. Sprague that the traveling trophy might just as well be nailed down because the Sanford employees had no intention of losing the Company's 1984 award.

Following the presentation, employees had

an opportunity to speak with Dr. Sprague and Mr. McGuinness and both men were impressed by the warm welcome and enthusiasm they received from the employees.

In addition to the trophy, each employee has received a check for his or her hard work in making the Sanford Plant Sprague Electric Company's "Plant of the Year."



Left to Right: Executive Vice President Operations, Donald McGuinness; President and Chief Executive Officer, Dr. John Sprague; Sanford Plant Manager, Robert Poitras; and Sanford Employee, Peggy Langlois.

SHAKAR AND SPRAGUE RECEIVE TWIN AWARDS

Jill Faith Shakar, Manager, Process Engineering in North Adams, has been chosen 1984 Tribute to Women in International Industry (TWIN) Honoree and Sprague Electric Company was honored with TWIN's Corporate Award for its outstanding record in encouraging and recognizing significant achievement by women.

TWIN, a program presented by the National Board of the Young Women's Christian Association of the U.S.A., honors women who have excelled in their field and have made significant contributions to industry in executive and managerial roles. A committee of corporate vice presidents, members of the National YWCA Board of Directors and former TWIN honorees selected Ms. Shakar on the basis of her professional accomplishments and executive leadership. As Mildred E. Morrison, Chairperson of YWCA TWIN, and Elizabeth Graettinger, Co-Chairperson, stated about the award recipients, "We are deeply impressed with her [Ms. Shakar] outstanding achievements and we are proud to acknowledge your company as one whose policies and practices encourage high achievement by women."

ASHE COUNTY WINS SAFETY AWARD

For the third consecutive year Ashe County received the President's Safety Award in recognition of its excellent safety record during 1983.

The award is presented to that Sprague facility or profit center with the best record on safety as determined by incident rate, severity rate, frequency rate and employee-to-claim ratio. The facility or profit center with the next best record, as determined by the above factors, receives the Outstanding Achievement in Safety Award. In 1983, that award was earned by our Orlando plant. A special note of achievement goes to Orlando for having completed 1983 without any lost time accidents.

Because such awards, and outstanding safety records, are not achieved without a great deal of time and effort, Ashe County and Orlando are to be congratulated on their exceptional accomplishments.



Left to Right: Scott Hart, Sally Ashley, Joe Montinieri, Bennie Barker, Harold Waddell.

PCC AWARDS SCHOLARSHIP

The 1984 National Merit Scholarship for the Electronics, Defense and Telecommunications Group of Penn Central has been awarded to David C. Nielson, son of Gary Nielson, International Marketing Manager located at the Nashua Sprague Electric Facility. David will be entering Chapman College in Orange, California this Fall and will major in computer science.

The applicants for this award, who apply in the fall of their junior year in high school, are evaluated on the basis of their academic records, their scores on PSAT's and SAT's, a recommendation by school officials and information about extracurricular accomplishments, interests and goals. We would like to congratulate David, who was also awarded a Sprague Scholarship, for his excellent academic record during his four years of high school and wish him success in his college endeavors.

BREAKING GROUND IN WORCESTER



On March 12, 1984 formal ground-breaking ceremonies took place at the Semiconductor Operation in Worcester, Massachusetts. The ten minute ceremony marked the beginning of the construction of a new 15,000 square foot addition to the present building.

Prior to the ceremonious "first pierce" of the shovel into the ground, Peter Loconto

(Vice President and General Manager) spoke on behalf of the Worcester Management group in thanking everyone within the Worcester Operation for making the addition not only necessary, but possible. The addition will provide much needed production space to accommodate the IC operations expansion program. It is scheduled for occupancy in mid-summer.

VALUE ENGINEERING AND SPRAGUE

April, 1984 marked the twentieth anniversary of the very first Value Engineering (V.E.) Seminar presentation at Sprague Electric Company. There have been many V.E. Seminars over the years, thirty-three to be precise, in addition to numerous mini-seminars which just touch upon the many V.E. concepts. Sprague Electric has trained nearly 600 people using the basic V.E. philosophies and all have sharpened these techniques while applying them to actual work projects.

Value Engineering is an organized approach utilizing a team of four or five people, investigating a product or process in terms of its component or operation, defining the function of each part and process, determining all pertinent costs, and ways in which the Company can save money on the product or process.

A key factor in the success of a V.E. study is the make-up of the four or five member team. A typical team would consist of one member each from the following disciplines:

Process/Product Engineering, Manufacturing, Industrial Engineering, and Purchasing. A fifth member could be a representative from QAR, Marketing, or Machine Design, depending on the nature of the product being studied.

A V.E. seminar consists of ten to twelve combination lecture/workshop meetings, each one lasting approximately two and one half hours. These meetings occur over a period of three to four months. During the seminar, the teams assign dollar values to various proposals and are instructed how to prepare and present their cost saving recommendations. At the conclusion of the seminar, a presentation is made by each team to their respective plant and senior management.

Our most recently completed seminar was held in North Adams. It began late in November and concluded on March 21st with a formal presentation by the four participating teams. There were two teams from the North Adams Wet/Foil Tantalum Division

and one each from Brown Street and Filters. The team projects, members, and projected savings were as follows:

Tantalum 135D — Ronald Couture, Robert Cummings, Sally Lapine, Lynn Latraverse and William Pierce. Projected Annual Savings: **\$309,000.**

Tantalum 109D — Joseph Brewer, Joseph Candal, William Montgomery, Susan Spooner and Lawrence Taft. Projected Annual Savings: **\$357,000.**

Brown St. ACP — David Dorwin, Clyde Kipp, Michael Shakar and Michael Wilder. Projected Annual Savings: **\$189,000.**

Filters FE/FB — Alma Brazeau, Edward Duda, Patricia Herring, Francis Mattimore and Rita Sporbett. Projected Annual Savings: **\$77,000.**

In addition to the nearly one million dollar annual savings proposed by the teams for the projects assigned to them, an additional \$583,000 annual savings was proposed by the teams for other related projects.

N.A. DUO NAMED

The New England Chapter of the National Association of Suggestion Systems has announced that Hugh van Zelm, Manager Employee Relations and Robert Diodati, North Adams Industrial Relations Manager, will serve as President and Director of the Board of the Chapter, respectively, for a term beginning July, 1984 and running to January, 1986.

The New England Chapter is comprised of companies throughout Massachusetts, Connecticut, Maine, Rhode Island and southern New Hampshire. The purpose of the Chapter is to encourage suggestion system activity in industry, commerce and government agencies and to represent the professional interest of individuals who administer suggestion systems. For 1983, 27 chapter members who answered a questionnaire (out of 47 total members) had a combined suggestion savings of more than \$12.2 million!

Sprague has been very active in this organization over the last five years and the Chapter, which has offered a Suggester of the Year Award for the past three years, has twice awarded Sprague employees this honor.

SPRAGUE ELECTRIC LOG ISSUE 2, 1984

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Contributing Editors:

Robert M. Arena, Sanford
Sally B. Ashley, Lansing
Donald J. Boyer, North Adams
Theodore H. Buck, Barre
Gregorio Coronado, San Antonio
Robert J. Diodati, North Adams
Dennis R. Driscoll, Sanford
McDaniel N. Harless, Hillsville
Stephen D. Holland, Concord
Michael R. Kowalske, Wichita Falls
Deborah J. McKinstry, Concord
Fred A. Monroe, Orlando
Bette D. Rose, Nashua
Donald L. Sowers, Visalia
Thomas D. Vangel,
Worcester, Micro Tech
Clayton D. Weaver, Lansing
Elaine Webber, Annapolis Junction
Walter D. Wood, North Adams
Albert L. Zigler, Jr., Wichita Falls



Left to Right Front Row: By team name, Tantalum 109D and Tantalum 135D (absent when photo taken, William Pierce). Left to Right Back Row: Brown Street ACP, Instructors Ron Hadley and Lou Scalise and Filters FE/FB.

ROSE HONORED AS AREA LEADER

Bette Rose, Industrial Relations Manager for Sprague Electric's Nashua facility, was one of seven Nashua-area women named as this year's distinguished women leaders. For achieving this significant honor, Ms. Rose received the Nashua YWCA Distinguished Women Leaders Award.

The award, also known as the Ella Wheeler Award, is part of a National YWCA recognition program named for the first President of the Nashua YWCA. The purpose of the program is "to honor distinguished women leaders in industry, business, and community organization" for their technical or leadership contributions.

Recipients, who were selected by a committee of YWCA Board members, community leaders and previous recipients of the award, were evaluated within the following categories: Achieved recognition in their organization (awards and honors); demonstrated capabilities as shown by advances in their field; active service as a role model for other women in business and society; demonstrated leadership abilities; and contribution to the community. All recipients become permanent members of the Greater Nashua YWCA Society of Distinguished Women Leaders.

Ms. Rose, in addition to her demanding duties as Industrial Relations Manager, is a member of the following: Board of Trustees, Nashua Medical Hospital; Nashua Business and Professional Women; American Society for Training and Development; Nashua Area Personnel Group; Nashua Girl's Club Advisory Board; and the Community Collaborative Career Guidance Project.

VOLLEYBALL NETS SPRAGUE THIRD PLACE

Sprague Electric Company took third place at the Annual Century 21/WUPE Volleyball Marathon for the Easter Seal Society held February 25, 1984, at Berkshire Community College in Pittsfield, Massachusetts.

More than 320 players representing 26 teams took to the court to raise nearly \$5800 to benefit Easter Seals programs and services for physically disabled children and adults. Such programs and services include: The Easter Seal Stroke Club for stroke-disabled individuals, their families and friends; resident summer camping experiences for youngsters and young adults; swim and recreation classes for disabled individuals; and Home Health Care, which provides a full range of in-house nursing and therapy services.

Members of the Sprague team were Vic Boschetti, Barbara Davis, player/coach, Paul Garnish, Bill Hein, Maureen Hynes, Linda Lewitt, Peter Palmerino, Julie Rodovick and Rita Sporbort.



MR PROGRAM CELEBRATES ANNIVERSARY

The Barre Mark of Reliability Program celebrated its first anniversary in May. With eight groups, employees have worked hard over the last 12 months successfully tackling such diverse problems as the uncovered exhaust vent that devoured paper money; reclaiming used bearings (a \$16,000 per year savings); and the manufacturing of stamps in-house (not many dollars are saved, but it greatly improves quality control and delivery). Sprague Barre takes pride in the achievements of its Mark of Reliability Program and looks forward to making its second year even more productive and successful than its first. Congratulations to all the employees who have made this program such a success!

SANFORD OFFERS PRERETIREMENT PLANNING PROGRAM

Have you thought about what you are going to do and how you are going to live after you retire?

Probably not. Most people don't give much thought to retirement until the last moment: Retirement is something that just happens to them. As a result, for many, retirement years take on a negative tone as people experience a significant lifestyle change. They have free time but haven't developed any interests so that they can enjoy it or they have not planned their money to live comfortably and to do the things they would like to do. Such had been the experience of Sanford Industrial Relations through the years in dealing with Sprague pension plan retirees.

All that is changing at Sanford. For the past two years Sanford's older employees have been participating in a Preretirement Planning Program under the responsibility of Industrial Relations. The intent of the program is to develop an awareness among participants of the issues and concerns related to retirement. The program works to develop skills in legal concerns, finances, housing, time, health, and life planning. Retirement then becomes a welcome change; an opportunity to do things there wasn't time for in the past and a chance to try a new and different way of life. The difference between opportunity and the disappointment many retired people experience can be attributed to this planning.

The seven-session program heavily utilizes community resource people, experts who share their knowledge and understanding with the group on retirement issues. An attorney presents retirement's legal issues, including will and estate planning, and how to deal with important and necessary papers. An investment counselor points out the importance of being financially prepared for retirement and offers advice on how to make the most of retirement funds, how best to use insurance and how to develop a retirement budget. Industrial Relations covers Sprague retirement and pension benefits and a representative of the Social

Security Administration covers Social Security benefits, including early retirement, and medicare. The issues and options of housing are discussed at another session, and a health counselor covers the importance of maintaining good health in retirement. The group also gets some insight in dealing with emotions and the losses retired people are likely to face.

Started last year, the program was offered to Sanford employees over the age of 60 and it received many positive reactions. A survey done months later indicated that participants felt their attitudes concerning retirement had changed and that they had become more positive and confident in looking ahead to their retirement days. Because of this reaction, the program was repeated this year (in April and May) and included employees age 59 and 60.

Bob Arena, Sanford Industrial Relations Manager commented: "I am confident we're creating an awareness among participants of the issues related to retirement. Hopefully they'll plan so those retirement days will be particularly satisfying and not just left to chance. The program figures to be an ongoing IR program offered to Sanford employees. Each year we'll roll back the group of participants in the program and eventually include those back to age 45. That's about the age when planning and establishing goals can really pay great dividends in retirement. We also hope to bring back participants for periodic review and updating."

Have YOU thought about what YOU are going to do and how you are going to live after YOU retire?

RECORD-BREAKING YEAR FOR U.S. ELECTRONIC INDUSTRIES

Total U.S. factory sales in electronics surged to an all-time high of over \$142 billion in 1983, a 12% increase over 1982, according to preliminary figures from the Electronic Industries Association's (EIA) Marketing Services Department. Moreover, total employment in the electronic industries increased 8.6%, to a total of more than 1.747 million workers at the end of 1983, according to figures from the Bureau of Labor Statistics.

Computers and industrial electronic products, with sales of \$56 billion, accounted for almost 40% of total U.S. electronic sales in 1983. The greatest increase over 1982 sales levels, however, was recorded for consumer electronic products, with nearly a 20% jump in factory sales. The communications equipment and electronic components industries recorded sales increases of 12% and 13% respectively.

Of the \$142 billion in sales for 1983, \$42 billion, or 30%, represented the electronic content of Department of Defense expenditures.

Employment increased most dramatically in the electronic components industry, with a gain of nearly 15%. Employees in that sector made up 37% of the total electronic industries workforce in 1983. After several years of declining employment, the consumer electronics industry showed a substantial employment gain of 6.5%.

1984 SCHOLARSHIP AWARDS

During 1983 Sprague Electric Company gave financial assistance to scholarship recipients totaling \$51,321. We are pleased to announce that this past June we have added to this benefit package 41 scholarships totaling \$63,500 to be paid out over a 4 year period to graduating high school students whose parents work at Sprague Electric Company. These scholarships range from \$150 per year to \$1000 per year for 2 to 4 years depending on the desired college degree. We would like to congratulate all the proud parents who have brought up such aggressive young achievers. We would like to congratulate all the students who have set their goals high and we wish them continued success in their college endeavors.

ASHE COUNTY — Denver E. Severt, son of Wanda Severt — \$1,000 per year for 4 years attending Appalachian State University. Melissa L. Thompson, daughter of Ronald Thompson — \$1,000 per year for 4 years attending the University of North Carolina.

BARRE — Christopher S. Pecor, son of Gail Pecor — \$375 per year for 2 years and \$625 per year for 2 years attending the University of Vermont. Danele E. Webster, daughter of Audrey Webster — \$500 per year for 2 years attending Champlain College. Denise E. Webster, daughter of Audrey Webster — \$500 per year for 2 years attending Champlain College.

CLINTON — Valerie K. Parke, daughter of Charles Parke — \$250 per year for 4 years attending the University of Tennessee. Melissa A. Parks, daughter of Juanita Parks — \$250 per year for 4 years attending the University of Tennessee.

CONCORD — Annie E. Luke, daughter of John Luke — \$1,000 per year for 4 years attending Stonehill College. Lea A. Thomas, daughter of Elizabeth Thomas — \$1,000 per year for 4 years attending the University of Pennsylvania.

GENERAL — Michael E. Barris, son of Emmanuel Barris of Micro Tech — \$250 per year for 4 years attending Boston University. Bernadette J. Sedita, daughter of Agnes Sedita of Annapolis Junction — \$250 per year for 4 years attending James Madison University.

HILLSVILLE — Angela E. Bryant, daughter of Harley Bryant — \$200 per year for 2 years and \$300 per year for 2 years attending Radford University. James D. Cansler, son of Nancy Cansler — \$150 per year for 2 years attending Wytheville Community College. Gregory L. Gardner, son of Olen Gardner — \$150 per year for 2 years attending Wytheville Community College. Julie A. Griggs, daughter of Roy Griggs — \$200 per year for 2 years and \$300 per year for 2 years attending Virginia Western Community College. Gary W. Horton, son of Hubert Horton — \$150 per year for 2 years attending Surry Community College. Gregory G. Kimble, son of Bonnie Kimble — \$150 per year for 2 years attending Wytheville Community College. Rhonda C. Stone, daughter of Waughlean Stone — \$200 per year for 2 years and \$300 per year for 2 years attending Radford University.

NASHUA — David C. Nielson, son of Gary Nielson — \$700 per year for 4 years attending Chapman College.

NORTH ADAMS — Christine Beverly, daughter of Leon Beverly — \$200 per year for 4 years attending the University of Vermont. Harold Bohl, Jr., son of Harold Bohl, Sr. — \$200 per year for 4 years attending Wentworth Institute. Anthony P. Childs, son of John Childs

— \$300 per year for 4 years attending North Adams State College. Melissa M. Daub, daughter of Robert Daub — \$600 per year for 4 years attending Sienna College. Todd M. Delisle, son of Armand Delisle — \$800 per year for 4 years attending Worcester Polytechnic Institute. Kimberly Ann Lillie, daughter of Ronald Lillie — \$100 per year for 4 years attending Mt. Holyoke College. Douglas V. Pleshaw, Jr., son of Douglas V. Pleshaw, Sr. — \$200 per year for 2 years attending Berkshire Community College and \$200 for another 2 years should he decide to continue. Antoinette G. van Zelm, daughter of Hugh van Zelm — \$300 per year for 4 years attending Middlebury College.

ORLANDO — Caren M. Bessner, daughter of Miekio Bessner — \$200 per year for 2 years and \$400 per year for 2 years attending the University of Florida. Constance S. Faucher, daughter of Anna Faucher — \$200 per year for 2 years attending the Data Processing Institute.

SANFORD — Kimberly A. Gerrish, daughter of Jane Gerrish — \$750 per year for 4 years attending the University of Southern Maine. Doris A. Hamel, daughter of Richard Hamel — \$1,000 per year for 2 years attending Bangor Community College. Donna S. Theriault, daughter of Marianne Theriault — \$750 per year for 4 years attending Thomas College.

VISALIA — Victoria D. Duran, daughter of Hortencia Duran — \$200 per year for 2 years attending the College of the Sequoia. Victoria M. Gonzales, daughter of Gloria Gonzales — \$200 per year for 2 years attending San Joaquin Valley College.

WICHITA FALLS — Michael R. Kowalske, Jr., son of Michael Kowalske, Sr. — \$700 per year for 4 years attending Midwestern State University. Denise L. Marlowe, daughter of Robert Marlowe — \$500 per year for 4 years attending the University of Vermont. Andrea M. Tackett, daughter of J.D. Tackett — \$500 per year for 4 years attending Texas Tech University.

WORCESTER — Paul J. Dawidczyk, son of Doris Dawidczyk — \$300 per year for 4 years attending the University of Massachusetts. Kimberly A. Nadeau, daughter of Elliott Nadeau — \$300 per year for 4 years attending Fitchburg State College. Christa A. Stoneham, daughter of Charles Stoneham — \$300 per year for 4 years attending Fitchburg State College. Rodney D. Vangel, son of Thomas Vangel — \$300 per year for 4 years attending the University of Lowell.



Michael E. Barris



Caren M. Bessner



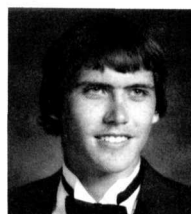
Christine Beverly



Harold Bohl, Jr.



Angela E. Bryant



James D. Cansler



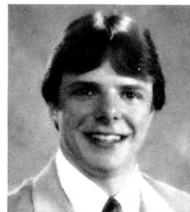
Anthony P. Childs



Melissa M. Daub



Paul J. Dawidczyk



Todd M. Delisle



Victoria D. Duran



Constance S. Faucher



Gregory L. Gardner



Kimberly A. Gerrish



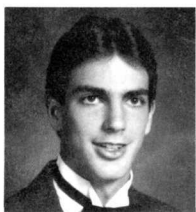
Victoria M. Gonzales



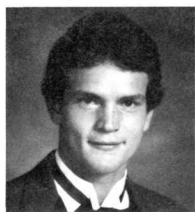
Julie A. Griggs



Doris A. Hamel



Gary W. Horton



Gregory G. Kimble



Michael R. Kowalske



Kimberly Ann Lillie



Annie E. Luke



Denise L. Marlowe



Kimberly A. Nadeau



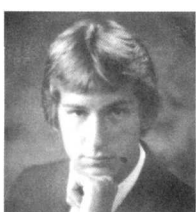
David C. Nielson



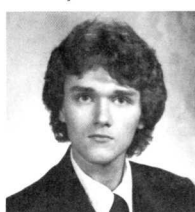
Valerie K. Parke



Melissa A. Parks



Christopher S. Pecor



Douglas V. Pleshaw, Jr.



Bernadette J. Sedita



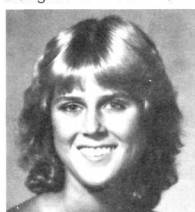
Denver E. Severt



Rhonda C. Stone



Christa A. Stoneham



Andrea M. Tackett



Donna S. Theriault



Lea A. Thomas



Melissa L. Thompson



Rodney D. Vangel



Antoinette G. van Zelm



Danele E. Webster



Denise E. Webster

OPEN HOUSE AT DEARBORN

On Saturday, March 10th, Sprague Electric's Orlando plant conducted an Open House for employees and their families. Approximately 430 people, including John Murphy, Group Vice President; Jim Sherry, Vice President Operations; and several local dignitaries attended the event. Activities included a tour of the plant, demonstration of several production machines, movies, refreshments, door prize drawings, and giveaways. The Open House was the conclusion to an entire week of special activity

at the plant. The annual CARTS (Capacitor and Resistor Technology Symposium) meeting was held in Orlando during that week, providing an opportunity for many customers to visit the Orlando plant. The CARTS meeting and the Open House were both a tremendous success, and accomplished a great deal in terms of improved relationships between the Company and its customers, employees, and their families.



ON THE GO IN VISALIA

On Saturday, April 14, 1984, the Easter Bunny made an appearance at the first annual Sprague Visalia Easter Egg hunt. The affair was planned and coordinated totally by the Visalia Sprague Electric Activity Committee. Everything went like clockwork, from the children's coloring contest to the egg hunt to the hot dog and bean lunch.

The 120 children who participated had a wonderful time, as did the Easter Bunny and parents of the young hunters.

While Easter may be gone, things have not slowed down at Visalia. The Visalia facility is currently sponsoring employee teams in co-ed softball, co-ed volleyball, bowling, and has sponsored a comprehensive exercise program for employees at the Feminine Fitness Center in Visalia.

The Log joins the Visalia employees in urging everyone to take advantage of the fun and fitness programs offered in their community. They are inexpensive, healthy and a great deal of fun.



The above logo represents two inter-related trains of thought dealing with suggestions. One is making more money for yourself and your family through your ideas. You know the job best and there are many

ways to make the job easier, more productive and less costly. The money is just waiting for you, the employee, to take away with your good suggestions. The other thought from the logo represents your pride, your brains and your innovativeness to suggest a good idea and then see it in operation.

All you need to do (to collect 15% of what you save the Company the first year, up to \$7500) is fill out a suggestion form, if you're an hourly employee, and hand it in to your Industrial Relations Department. If one idea is not accepted, you are encouraged to send in other suggestions. The job of Industrial Relations is to help you fill out the form so if you have any problems, just ask for assistance. Your questions can only help you in being a successful suggester.

After a suggestion is submitted, a plant committee, which meets regularly, discusses your ideas. The many ideas that appear feasible are given a detailed analysis and some are even given trial runs to assess their merit. This job is done as fast as is practical and your patience is requested. However, do not hesitate to ask the Industrial Relations person who deals with suggestions (not committee members) how your idea is progressing if you feel there has been a lengthy delay in processing your idea.

The following partial summary of 1983 Suggestions indicates just how valuable your ideas can be to the Company and to you:

1. Sprague Electric awarded \$74,215 to over 500 employees including quality circles.
2. The average award was \$209 to employees and circles.
3. Nearly 30% of all ideas submitted were accepted.
4. The actual first year savings to the Company from 1983 suggestions was \$406,518.
5. Worcester became the first Sprague plant to top \$100,000 in savings from suggestions with \$113,047.

6. Sanford led the way with the most suggestions submitted (237) and highest number of employees submitting suggestions (116).

7. Visalia had the highest percentage of employees submitting suggestions (28%).

The only cost to employees in our suggestion program is a little time and thought. The benefits are many; in cash, in the knowledge that your idea made the Company a better place to work, and that it enabled the Company to produce a better product more efficiently. In every way, we all come out a winner.

ANNAPOLIS JUNCTION EMPLOYEE OF THE QUARTER



Selected by a panel of five judges, Veronica Davis, a filter maker, was chosen from a field of six candidates as Annapolis Junction Employee of the Quarter for the fourth quarter of 1983. As the winner, Ms. Davis will receive a \$50 savings bond. Also nominated for the award were Sue Anderson, Mary Gay Anderson, Jeannie Hudson, Connie Merson and Pauline Riddle.



In April, 1984, for the first time in its 17-year history, Sprague Electric Company, Wichita Falls, Texas, topped the 1000 employee mark. Shown here are Tina Wamble (center, 1000th employee) being presented a plaque in recognition of this milestone, by Lisa Marley, Employment Manager, and Mike Kowalske, Assistant Industrial Relations Manager.

THE IMPORTANCE OF QUALITY CIRCLES IN WORCESTER

What does a Director do? How do we go about getting a script together? Those are just a couple of the many questions that were asked of Training and Quality Circle Facilitator Rich Kneeland. "I have always felt strongly that Training and Quality Circles go hand in hand. As the circles work through the process of solving a particular project, the participants naturally are learning more about their jobs." The End Caps and The Ink Spots Quality Circles have been working on the production of a video training tape for each of their departments. "It's a lot of fun working with the video system and the circles are really involved in the entire production. When people train themselves and have fun doing it . . . there is no more impactful learning experience than that," says Rich.

Quality Circle concepts have been expanding and refined in Worcester's semiconductor facility since circles first began in 1981. The Worcester Operation presently has eighteen Quality Circles.

BARRE'S FIX-IT PLAN

Recently the Barre staff developed the Fix-It Plan, a unique approach to meet the demands of a challenging situation.

The Fix-It Plan consists of 13 task teams which directly involved over 70 people, and indirectly involved many more. The teams are assigned specific tasks to accomplish within a limited time frame of 60 days. The entire group meets to review the plan and to receive initial team assignments. Members then meet on an "as needed" basis, utilizing a solution/action oriented format where individual tasks are assigned and solutions are generated and implemented. Support materials which include information on Problem Solving Techniques, Effective Meetings and Time Management are also distributed to team members to aid the employees in their efforts.

The task teams have had a significant impact on the Barre operation and provided an opportunity for the members to participate in small action oriented teams.

HEART AT WORK

On March 24 and April 8, 1984, a CPR course was conducted at the Annapolis Junction plant by Steve Walczakh, a volunteer from the local Red Cross.



The participants, Tammy Levrone, Ave' Smith, Connie Merson, Katie Snodgrass, Linda Denton, Mary Gay Anderson and Pinky Fenwick, received training in mouth-

to-mouth resuscitation and assisting a person who is choking. The training, which involved two four-hour classes, included a slide presentation, practice on mannequins and a written test.

Response to the program from those participating was excellent and a first aid course to be conducted at the plant is being considered for later this year.

HOW TO BEAT THE AFTERNOON BLAHS

It's 3 p.m. but it feels like 5 p.m. Your eyelids are heavy. Your mind is in a fog. What do you do? Probably, you reach for a cup of coffee; or a candy bar; or a soda. Or if you're a smoker, you light up. And by 4:15 p.m. you feel even worse than you did at 3:00 p.m.

What you are is half-asleep. So wake up — with a little exercise. Exercise gives the cells in your body a fresh supply of oxygen. And it's oxygen that you need to get cooking. You don't think so? Then try this:

If you've been sitting, stand up. If you've been standing, give yourself some room, and simply do twenty-five jumping jacks.

It may sound silly, but don't laugh until you've tried it. Because what that minute or so of jumping up and down like a ten-year-old will do for you is:

Force your body to nearly double its intake of oxygen.

Pump about twice as much blood through your veins.

Convert blood fats into blood sugar (the same stuff that candy bar tried to give you).

And raise your metabolic rate (idling speed) by anywhere from 25 to 75 percent.

What all this adds up to is renewed energy. Because what you've done is call upon your body's supply of reserve fuel (which it has plenty of) instead of adding fuel in the form of calories from outside.

If jumping jacks aren't your style, find something that is your style. A short walk or a quick dash out to look at your car. What you do doesn't matter, just so long as it gets you breathing. You'll be amazed at how much faster 5 o'clock will roll around and how much better you will feel. (Our thanks to Concord for this eye-opening article.)

CONCORD MEN'S SOFTBALL TEAM WINS TOURNAMENT

On April 26 and 27, Concord's men's softball team participated in the 1984 Mike's Bud Lite Modified Tournament in Worcester, Massachusetts. The Tournament is made up of twelve teams from the greater-Worcester area, two teams from the surrounding towns and one New Hampshire entry, Concord.

After drawing a bye in the first round of play, Concord advanced to the Championship game with wins over Mike's Merchant (11-0), Artcraft (11-6), and Valley Sports (6-4). Concord only needed one win to clinch the Championship, but Artcraft, a fine team from the Fitchburg area forced a second game with an initial 9-3 win. In the second game Artcraft scored in the first inning and the score remained 1-0 until the fifth inning when Concord scored to even the game.

Concord scored two runs in the sixth inning to go ahead 3-1 and ultimately won the game 3 to 2. Gary Mailhot, who works as a technician in the semiconductor division, drove in the winning run and also won the Golden Glove Award for his outstanding play in the field. It was a total team effort and surely representative of many more ahead.



Left to Right: Gary Mailhot; Golden Glove winner, Dennis Stewart, captain; Dick Zinn, catcher.

NASHUA HOSTS LUNCHEON

Sprague employees in Nashua, New Hampshire recently hosted a number of very special guests for lunch. Eight children participating in Nashua's Child Care Program were brought to Sprague to have lunch with their parents. The Lemon Tree Cafeteria prepared sandwiches and parents provided favorite finger foods and desserts for the occasion.

Special tables were set and all employees joined in the festivities. Co-workers visited with the children and many hugs were exchanged. Following lunch, the children were taken to their parent's work area and were given a "goody bag" of toys to remember the occasion.

Nashua has provided a subsidized child care program at the Boys' Club Early Learning Center since early 1983. Unlike many child care services which merely provide babysitting, the Early Learning Center offers a quality educational program, such as reading and writing readiness programs which are provided to preschoolers. The daily schedule also offers swimming, gym, music and art and a hot meal is served in addition to morning and afternoon snacks.

The children said thank you in beautiful handmade notes which were posted in the plant along with photographs for all to enjoy.



Leo and Debby Pelletier and son Don.

CLINTON SECRETARY HONORED

At the Early Bird Breakfast, held April 23, and sponsored by the Oak Ridge Chapter of Professional Secretaries International, Mary Kuza, Executive Secretary to the General Marketing Manager, Aluminum Electrolytic Capacitors in Clinton, Tennessee, was awarded the title of "1984 Member of the Year." The breakfast, held at the Elks Lodge on Emory Valley Road, was given to kick off Professional Secretaries Week.

The award is presented annually to the secretary who has made outstanding contributions to the chapter's goals and to the secretarial profession as a whole. Jeanne Moody, CPS, and "1983 Member of the Year," made the presentation to Ms. Kuza.

In presenting the award, Ms. Moody said, "Mary Kuza has demonstrated time and time again her commitment to her profession by her willingness to take on new projects and by actively seeking more ways of becoming involved."

Ms. Kuza is a native of Adams, Massachusetts, and joined Sprague Electric Company at its corporate headquarters in North Adams, Massachusetts, in 1964 as a secretary in field engineering.

CENTENNIAL MEDALS AWARDED EMPLOYEES

On May 15, 1984, John P. Sheridan, Coordinator of Government Activities, and Darnall Burks, Division Engineering Manager, were presented Centennial Medals and Certificates at the 34th Electronic Components Conference Program held May 14-16 in New Orleans, Louisiana.

The Conference is cosponsored by the Electronic Industries Association of the Institute of Electrical and Electronics Engineers (IEEE). The Institute, which is made up of many specialty societies, has an engineering membership of approximately 260,000 people. This being the 100th anniversary of the founding of the Institute, it was decided that 1,984 Centennial Medals would be awarded to "outstanding individuals in recognition of their exceptional service to [the] profession" and for "loyal and dedicated service to the Institute." It is believed that Sprague Electric Company was the only company with two individuals receiving these medals.

The Log joins all of Sprague Electric in extending the heartiest of congratulations to Mr. Sheridan and Mr. Burks for earning this significant honor.



Left to Right: Diana J. Bendz, Conference Chairman, John P. Sheridan, Darnall Burks, and George Donaldson, President of the Components, Hybrids and Manufacturing Technology Society of the IEEE.



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WICHITA FALLS RUNS FOR CHARITY

The Sprague Sprinters, a group of jogging employes from Wichita Falls, took part in the Easter Seal Fun Run held on March 31, 1984 that raised \$7,522.00 for this worthy cause.

For their efforts, the Sprague Sprinters

finished in seventh place in team time (out of seventeen teams) but was first in the collection of money (\$838.25). Leading Wichita Falls' entry in the five-mile run was Mike Kowalske, Assistant Industrial Relations Manager, with a time of 33:26.



Back Row, Left to Right: Gabriel Vos, Les Hungerford, Sharon DeLaney, Gary Bastin & Mike Kowalske. Center Row, Left to Right: Carol Johnstone, John Johnstone, Ann Phelps, Russ Gregory & Dennis Gatioan. Front Row, Left to Right: Dale Merrill, Stu Gillespie, Dolores Hernandez & Lala Rivera.



The above photograph shows just some of the results of the Wichita Falls Sprague Electric Employees who have worked hard to construct facilities for softball, volleyball and other team sports. As the insert indicates, the field is the "Home of the Sprague Sparks."